

Message Text

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PAGE 01 JIDDA 05546 070655Z

21

ACTION NEA-10

INFO OCT-01 ISO-00 EB-07 LAB-04 SIL-01 COME-00 TRSE-00

CIAE-00 INR-07 NSAE-00 /030 W

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FM AMEMBASSY JIDDA

INFO SECSTATE WASHDC 2076

UNCLAS JIDDA 5546

FOLLOWING SENT ACTION JIDDA AUG 2 REPEATED FOR YOUR INFO

QUOTE

DHAHRAN 950

E.O. 11652: N/A

TAGS: ELAB

SUBJECT: POSSIBLE RESCINDING OF DIRECTIVE WHICH DEALS WITH RIGHTS
OF INDIVIDUALS RESIGNING FROM COMPANIES IN SAUDI ARABIA

REF JIDDA 5308

1. ARAMCO HAS NO INFORMATION ON RESCINDING DIRECTIVE CITED REFTEL.
IN PRACTICE, ONE YEAR ABSENCE RULE HAS APPLIED ONLY WHEN EMPLOYEE
WORKING FOR SAG. OTHERWISE, ARAMCO USUALLY SENDS PERSON OUT
OF KINGDOM FOR A SHORT TIME (BUT SEE PARAS. 4 AND 5).
2. DEPUTY DIRGEN LABOR AND SOCIAL AFFAIRS FOR EP ALSO QUERIED.
HE ALSO STATED NO NEW DIRECTIVES RECEIVED. EMPHASIZED OLD
EMPLOYER'S PERMISSION FIRM PREREQUISITE TO CHANGING JOBS IN
KINGDOM. RECENT MODIFICATIONS FOLLOW:
3. PROVINCIAL EMIRATE MAY NOW APPROVE TRANSFER FOREIGN NATIONALS
TO NEW EMPLOYERS. EMIR'S DECISION BASED ON RECOMMENDATION DIRGEN
PROVINCIAL LABOR OFFICE. LATTER ALMOST ALWAYS RECOMMENDS APPROVAL
IF PRESENT EMPLOYER HAS GIVEN RELEASE. APPROVAL DELAYED ONLY IF
EMPLOYEE HAS GRIEVANCE AGAINST CURRENT EMPLOYER, IN WHICH CASE
LABOR OFFICE ARBITRATION COMMITTEE INVESTIGATES CASE. ORDINARILY,
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EMPLOYEE OR NEW EMPLOYER REQUIRED REIMBURSE OLD EMPLOYER FOR COST

RECRUITMENT, TRANSPORTATION TO KINGDOM, AND OTHER REASONABLE COSTS.

4. IT NOW POSSIBLE FOR EMPLOYER TO HIRE LOCALLY FOREIGN NATIONALS WHO ENTER KINGDOM ON VISITOR'S VISA. DEPARTURE FROM KINGDOM NOT RPT NOT REQUIRED.

5. FOREIGN NATIONALS WORKING FOR SAG MAY TRANSFER TO OTHER SAG AGENCY OR BE RELEASED TO OTHER LOCAL EMPLOYER WITHOUT HAVING TO DEPART KINGDOM FOR A YEAR.

6. WE HAVE NOT ATTEMPTED RESOLVE OBVIOUS DIFFERENCES BETWEEN ARAMCO UNDERSTANDING OF RULES AND EPTY DIRGEN'S COMMENTS. IT APPEARS, HOWEVER, THAT PARA 1(B) REFTTEL NO LONGER BEING APPLIED. SIGNED BAHTI UNQUOTE
HORAN

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Message Attributes

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